



## ACKNOWLEDGEMENT OF RECEIPT OF EMPLOYEE HANDBOOK

(Please Print)

PARLCEER                      Herbert                      L.  
Last Name                      First Name                      Middle Initial

I acknowledge that I have received a copy of the Company's Employee Handbook and I understand that it supersedes in all respects any prior policy manual or handbook, work rules and practices of the Company. I also understand that it is my responsibility to review the Employee Handbook and to familiarize myself with the policies and procedures contained in the Employee Handbook.

I also understand that my employment is not for any definite period of time, and that nothing in this Employee Handbook in any way creates an express or implied contract of employment or warranty of any benefits. I agree that my employment is at will and either the Company or I can terminate my employment-at-will at anytime, with or without cause or notice, so long as not violative of any applicable law.

I further understand that this Employee Handbook is only a brief summary of benefits currently offered by the Company and an overview of some of its work rules and policies.

I further understand that any and all of the rules, policies, wages and benefits referred to in this Employee Handbook may be unilaterally amended, modified, reduced or discontinued at any time by the Company, in its judgment and discretion.

01/04/13  
Date

[Signature]  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness Signature